

PLAN FOR DIFFERENT SCENARIOS

In 2006, Gary Denton and Lee Corbitt established a recruitment company that would endeavour to lead change in the industry by creating a workplace conducive to innovation and success.

Today, Marble Group has built a name as a one of the most knowledgeable and reputable consultancies in their specialist markets.

These markets include geology, mining, engineering, commercial building, civil construction, housing, health and safety, environmental, mining and civil trades, HR and project support.

"In May 2008, in an instant, recruitment vacancies dried up.

Approximately 30-40% of recruitment businesses were forced to close their doors and the global financial crisis was undeniably the largest challenge the recruitment industry faced.

Forward planning and an innate business nous enabled us to batten down the hatches to protect our business.

Don't get me wrong, this was no easy feat, but was imperative to the survival of our business. We used the slow market to our advantage and invested in laying the foundations for many years of sustained growth by:

- Identifying emerging and growth markets to move into.
- Investing heavily in tomorrow's leaders.
- Developing forums for staff to contribute to innovative best practice strategies for the business.
- Developing numerous fresh training modules to equip staff with the tools needed to be successful in a tight market.
- Engaging an external branding and communications agency to conduct an external audit/ health check of our reputation and the state of our client relationships.
- Committing to environmental sustainability and carbon reduction schemes.
- Engaging a 'values consultancy' to formally define our core values and working these into the fabric of our business.
- Developing our IT infrastructure to allow for growth in staff numbers and into new states."

Gary Denton, Marble Group